

DoD

Mentor - Protégé Program

**USACE
Partnership 2001
Conference**

August 2001
Kansas City, Missouri

What is it?

A multi-year partnership between a large prime DoD contractor (Mentor Firm) and a small disadvantaged business (SDB) concern (Protégé)

What is the purpose?

The mentor firm, using its own resources or specific subcontractors, provides technical assistance to the Protégé firm to promote expanded capabilities to foster profitable growth in the competitive marketplace



What is technical assistance?

- **Product Research & Development**
- **Information Technology**
- **Facilities & Operations**
- **Risk Management**
- **Business Development**
- **Quality Systems**
- **Education & Training**

How is it done?

- **Mentor team with a leader**
- **Protégé team with a leader**
- **Mentor-Protégé agreement**
- **Military command sponsor**
- **Army SADBUI approval**
- **DoD SADBUI Approval**
- **Prime Contract Mod**

What is the agreement?

- **Specifies responsibilities**
- **Defines time-phased milestones**
- **Estimates assistance costs**
- **Provides progress reviews**
- **Outlines termination procedures**
- **Stipulates credit vs. reimbursement**

What is the program really about?

- **People**
- **Learning**
- **Team building**
- **Group dynamics**
- **Behavior modification**
- **Common objective**

- **Mutual Vision**
- **Protégé expansion**
- **Best value goods/services**
- **Job growth**
- **Profit**

Lessons Learned

Mentor Firm

- **Appoint team leader**
- **Multi-disciplined team**
- **“Business” team**
- **Learn Protégé players**
- **Learn Protégé business**
- **Communicate**
- **Appreciate difference**

Lessons Learned

Protégé Firm

- **Appoint team leader**
- **Explain company vision**
- **Time commitment**
- **Scheduled on-site sessions**
- **Discuss Challenges**
- **Appreciate viewpoints**

Summary

**The DoD Mentor-Protégé
program can be a tremendous
opportunity for both parties or
their worst nightmare.**